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## Equal Rights and Opportunities for Women: Preliminary Outline

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EQUAL RIGHTS AND OPPORTUNITIES FOR WOMEN

Preliminary Outline

I. INTRODUCTION

The Executive Committee of the Commission to Study the Organization of Peace, at a meeting on November 8, decided that the Commission's next Report, to be published in 1975, will deal with human rights. Special attention will be paid to women's rights as a contribution to International Women's Year. This section of the Report will summarize the present status of women under the headings below and make recommendations for improving their status.

II. STATUS OF WOMEN UNDER INTERNATIONAL LAW

1. International Instruments

The UN Secretariat is preparing a compilation of the various international conventions and declarations relating to women's rights. That listing, which will be available in several weeks, could serve as the basis for this section. If the compilation is limited to UN instruments, this section could add ILO, UNESCO, and other conventions, as well as instruments relating to the European Commission and the Inter-American Commission. The present status of each instrument and, in the case of conventions, the number of ratifications will be indicated.

2. UN Commission on the Status of Women

This section will evaluate the current work of the Commission, in formulating and implementing international instruments and in improving the status of women in other ways.

- a. Adequacy of staff and budget
- b. Representation
- c. Relation to other human rights bodies, e.g. Commission on Human Rights and Commission for Social Development
- d. Use of information provided by Governments
- e. Handling of communications received from

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individuals and organizations

f. Relations with Non-Governmental Organizations and their special role in this field

g. Need for a separate Commission? Suggestions for merging it with other functional Commissions?

### III. CIVIL AND POLITICAL RIGHTS

This section will discuss both the de jure status, e.g. right to vote and hold office, and de facto status, e.g. actual exercise of these rights and full participation in the political life of the country. Because special problems arise in the developed and developing countries, two separate sub-headings are listed. The treatment of the Communist States will need further consideration -- e.g. the Soviet Union under (1) below and China under (2), plus perhaps a few of the others?

1. Civil and Political Rights in the Developed States
  - a. Non-Communist States
  - b. Communist States
2. Civil and Political Rights in the Developing States
  - a. Non-Communist States
  - b. Communist States

### IV. ECONOMIC AND SOCIAL OPPORTUNITIES

Experience has shown that the achievement of civil and political rights, while an essential first step, is not enough. The next, and likewise essential, step is the acquisition of equal economic and social opportunities. Because conditions and needs differ so greatly between developed and developing countries, special treatment of each group will again be required.

1. Problems in the Developed Countries
  - a. Non-Communist States
  - b. Communist States

Special attention will be given to the special handicaps and problems of women in industrialized societies, e.g. equal access to education and employment; equal opportunity in business, professions, civil service with regard to pay, career development, and promotion; comparative status of married vs. single women; and family planning.

2. Problems of Rural Women in the Developing Countries

- a. Non-Communist States
- b. Communist States

Attention will be given to the special handicaps of women, usually overburdened with children, with respect to working conditions, hours and wages; access to education and medical care; family planning; and the need for including women in all plans for economic and social development.

3. Problems of Urban Women in the Developing Countries

- a. Non-Communist States
- b. Communist States

Attention will be paid to such problems as living and working conditions, access to and opportunity for equal employment, pay, education (professional and para-professional), and health services; family planning; and the need to include women in all plans for economic and social development.

V. RECOMMENDATIONS

On the basis of the foregoing survey of rights and opportunities, there will be listed below the most important and urgent actions that need to be taken in the near future.

- 1. By Governments
  - a. In the Developed Countries
  - b. In the Developing Countries
- 2. By International Organizations